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# LIBRARY OF CONGRESS INFORMATION BULLETIN

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## Paul Theroux Will Lecture April 21

Author Paul Theroux will deliver a lecture entitled "The Uses and Abuses of Patronage" in the Library's Coolidge Auditorium on Tuesday, April 21, at 8 p.m. Free tickets are available by calling 287-5394/5. The program is sponsored by the Gertrude Clarke Whittall Poetry and Literature Fund.

Paul Theroux was born in Medford, Mass., in 1941. Now a full-time writer, he has taught at universities in Africa, Italy, and Singapore. In 1972-73, he was writer-in-residence at the University of Virginia.

He is the author of fourteen books, including nine novels: *Waldo* (1967), *Fong and the Indians* (1968), *Girls at Play* (1969), *Jungle Lovers* (1971), *Saint Jack* (1973), *The Black House* (1974), *The Family Arsenal* (1976), *Picture Palace* (1978), and *A Christmas Card* (1978). His books of short stories are *Sinning with Annie* (1972), *The Consul's File* (1977), and *World's End and Other Stories* (1980). Mr. Theroux also writes reviews for *The New York Times Book Review* and *The Washington Post*, as well as for *The Times* and *The New Statesman* in London, where he lives.

## April 16-17 Juilliard Concerts Are Dedicated to Albert Moglie

The Juilliard String Quartet's last concerts of the 1981 spring season at the Library will be dedicated to Albert Moglie, who since 1935 has personally maintained the Stradivari instruments presented to the Library by Gertrude Clarke Whittall. As quartet-in-residence, the Juilliard regularly performs on these instruments in their concerts in the Coolidge Auditorium. For the pair of concerts on Thursday and Friday evenings, April 16 and 17, the quartet will be joined by pianist Claude Frank.

Mr. Moglie was born in Rome and trained there and in Milan and Paris. He was already recognized as a fine instrument maker when he came to Cincinnati, Ohio, in 1914 to care for the valuable collection of

*Also in This Issue . . .*

Printing Historian James Mosley Will Lecture on April 22 . . . . . 107-108

Manual for Graphic Materials Planned as Supplement to AACR 2 . . . . . 106-107

Women's Program Issues Statistical Study on Employment for 1980 . 109-112

Processing Services Reports Meeting on Name Authorities AACR 2 Institute . . . . . 107

Library Staff Members Report on Two Meetings . . . . . 108

the Rudolph Wurlitzer Co. Several years later, he became the *conservateur* of Wurlitzer's New York collection, and in 1922 he settled in Washington, D.C., where he has personally cared for the instruments of many great artists in his downtown violin shop. Mr. Moglie celebrated his 90th birthday last December.

Guest artist Claude Frank has performed throughout the world since his debut with the New York Philharmonic under Leonard Bernstein in 1959. His concert tour this season included his first performances in the Orient and in Australia and numerous appearances as guest soloist and chamber artist in Europe, South America, and the United States. He offers master classes at Yale University (where he is a member of the faculty), at the Aspen Music Festival, and at colleges and universities throughout the country. For many summers, he has also been a guest artist at the Marlboro Music Festival. His recent recording and performances of the 32 Beethoven piano sonatas have been universally acclaimed.

The program for April 16 and 17 will include Mozart's Sonata in B flat major for violin and piano, K. 454, performed by violinist Earl Carlyss and Mr. Frank; David Diamond's String Quartet No. 10; and the Piano Quartet in C minor, Op. 60 of Brahms, played by violinist Robert Mann, violist Samuel Rhodes, cellist Joel Krosnick, and Mr. Frank. Both concerts will begin promptly at 8 p.m. The performance on Thursday evening will be offered to guests of the Gertrude Clarke Whittall Foundation. Friday night's performance will be open to the public, with tickets distributed on Monday morning, April 13, at the Patrick Hayes box office, 1330 G St. N.W. (Jordan-Kitt's), beginning at 8:30 a.m. Two tickets will be distributed per person, with a service charge of 25 cents on each ticket.

The *Library of Congress Information Bulletin* is issued weekly by the Library of Congress and distributed free of charge to publicly supported libraries and research institutions, academic libraries, learned societies, and allied organizations in the United States.

Comparable institutions and organizations in other countries may arrange to receive the *Bulletin* on the exchange basis by applying in writing to the Library's Exchange and Gift Division. All other correspondence should be addressed to the LC *Information Bulletin*, Information Office, Library of Congress, Washington, D.C. 20540.

The concert on Friday evening will be broadcast live by radio station WETA-FM and made available to stations in other cities by the Katie and Walter Louchheim Fund in the Library of Congress.

## Graphic Materials Manual Planned to Supplement AACR 2

The Library of Congress is currently undertaking a project to develop a manual to supplement chapter 8 of the second edition of *Anglo-American Cataloguing Rules* (AACR 2), which describes procedures for constructing library catalogs for graphics. Chapter 8 draws its examples primarily from commercially produced audiovisual materials, published or documented artists' prints and photographs, portfolios, and reproductions accompanied by printed information. It barely addresses the problems of handling original graphics, collections, and reproductions of previously existing graphic works. The chapter is geared to public and general libraries with integrated book and non-book collections, and the rules provide little or no guidance for institutions with many original, historical, artistic, archival, and manuscript-like graphic materials.

The first draft of the manual to supplement chapter 8 is being written at the Library, with advice and comment from experienced persons and professional organizations coordinated through the Joint Committee on Specialized Cataloging of the Council of National Library and Information Associations. CNLIA has also obtained a grant from the Research Resources Program of the National Endowment for the Humanities to enable a committee to meet in Washington, D.C., to prepare the final version of the manual. The Library of Congress hopes to have the first draft available for distribution sometime this summer. The revision committee will probably meet in December.

Pictures are cataloged individually because of their aesthetic value or their historical or iconographic importance. Item-by-item cataloging, however, may become wasteful when in many instances vast numbers of pictures, especially photographs, derive meaning and importance—like manuscripts and archival papers—as part of a collective whole. Although there are often undeniably good reasons for documenting single items, cataloging by group has become the only archivally sound and practical way to gain physical and intellectual control over large quantities of material.

The supplementary rules in the planned manual will apply to individual original two-dimensional pictorial works such as a print, drawing, painting,

poster, photograph, negative, transparency, or slide; groups of such objects issued in sets or portfolios; photographic or photomechanical reproductions of such works, whether single or issued in sets; and collections or reproductions of such works organized around a person, family group, or corporate body, or gathered together because of the creator or a thematic coherence.

These rules will be appropriate only for materials felt to be of some significance or permanence by the institution. A catalog record is needed for accurate inventory control and for providing multiple access points to certain individual works and specific collections. These rules are not intended for pictorial works which may be efficiently serviced by physical arrangement in self-indexing files or on shelves by subject or other category without cataloging.

Anyone wishing to contribute to this project or to receive a draft of the manual for review and comment should write to or call Elisabeth W. Betz, Picture Cataloging Specialist, Prints and Photographs Division, Library of Congress, Washington, D.C. 20540 (tel. 202 287-5836).

## News from Processing Services

*Meeting Held on Name Authorities Project*

Processing Services sponsored a meeting of representatives of current and prospective participants in the Library's Name Authority Cooperative Project, a program administratively attached to the Descriptive Cataloging Division. The meeting was held at the Library of Congress on February 3 and included representatives from the bibliographic utilities as well.

The meeting was chaired by Lucia Rather, director for cataloging, Processing Services. Library staff from various divisions within Processing Services gave reports, answered questions, and contributed to the general discussion of cooperation.

Ben Tucker, chief of the Office for Descriptive Cataloging Policy, addressed the topic of "Day 1" and the Library's first month of operations under AACR 2. Marian White provided similar information from the perspective of the U.S. Government Printing Office Library, which adopted AACR 2 effective October 20, 1980.

Lucia Rather spoke of the high priority the Library has given the cooperative name authority project. She expressed the hope that there can be an expansion of this program, both in terms of the quantity of headings submitted by the 12 libraries now participating and in terms of the number of libraries that may be invited to contribute. Processing Services is particularly interested in expanding the program soon to include more CONSER participants in order to reduce the time and effort necessitated by the authentication process and to accelerate the growth of the Library's automated name authority file. The other immediate goal in which the Library is interested is the expansion of legal headings. All participants were encouraged to submit such headings in order to build up a good foundation of legal headings within the system. [*Suzanne L. Liggett*]

*Ninth AACR 2 Institute Held*

Philadelphia, Pa., was the site of the ninth ALA/Library of Congress AACR 2 Institute, held on February 25-27. A total of 164 participants attended, most from Pennsylvania and neighboring states, but the number also included five Canadians and one from Mexico. Library of Congress instructors also benefited from the presence of the chair of the Joint Steering Committee for Revision of AACR, Frances Hinton (chief, Processing Division, Free Library of Philadelphia).

Library of Congress staff members teaching at the ninth institute were Ben Tucker (chapters 1 and 2), Judith P. Cannan (chapters 3-13), Paul W. Winkler (faculty leader and chapter 21), Richard J. Ricard (chapter 22), Judith M. Herrick (chapters 23 and 24), and Richard H. Hunter (chapter 25). Arrangements were handled by ALA staff members William I. Bunnell, executive secretary, and Katherine J. Brodesser, administrative assistant, Resources and Technical Services Division.

## Printing Historian to Lecture For the Center for The Book

James Mosley, librarian of St. Bride Printing Library in London, will present an illustrated talk on "Eric Gill as Typographer" at 8 p.m. on Wednesday, April 22, in the Assembly Room on the sixth floor of the Madison Building (LM 649). The lecture, sponsored by the Center for the Book, is open to the public. No tickets are required.

James Mosley studied at Cambridge University, where he worked at the Water Lane Press established by Philip Gaskell in King's College in 1953. In 1958, at the age of 23, he was appointed librarian of the St. Bride Printing Library, which is a public reference and research collection founded on the library of the printer and historian, William Blades. Mr. Mosley is editor of the *Journal of the Printing Historical Society* and the author of many articles about printing and typography. He lectures on the history of letter forms and type design in the department of typog-

graphy and graphic communication in the University of Reading.

The Center for the Book in the Library of Congress was established in 1977 to stimulate interest in books, reading, and the printed word. Its programs and publications are supported by private funds. Those wishing information about its activities should write The Center for the Book, Library of Congress, Washington, D.C. 20540.

## Meetings Are Reported

*Chinese Library Automation Workshop Held*

The International Workshop on Chinese Library Automation met February 14-19 at the National Taiwan Institute of Technology during the holidays following the start of the Chinese new year. Among the 220 participants were representatives from Australia, Hong Kong, Japan, Korea, the Netherlands, Singapore, and the United States.

The workshop was a paragon of effective planning and organization—copies of papers were available before presentation, the simultaneous translation worked, the buses were on time, a newsletter was issued daily in Chinese and English, and the 15 exhibitors and their equipment performed well. Thirty papers were presented in sessions devoted to the Chinese character code for information interchange, Chinese language and the computer, Chinese cataloging rules and Chinese MARC, case studies, and international cooperation.

For this reporter, the highlight of the workshop was Chinese MARC. *Chinese MARC Format for Books*, which is based on the UNIMARC format, was distributed. It was prepared by the Chinese MARC Working Group and published by the Library Association of China and the National Central Library ($14 paperback, $17 hard bound). Lest the format seem hypothetical, there were small data bases of Chinese MARC records with Chinese characters available for searching, updating, and display at two exhibit booths.

The Library of Congress was represented by Barbara Roland, chief, Automation Planning and Liaison Office, who read a paper entitled "International Cooperation in Library Automation" prepared by Henriette Avram and Lenore Maruyama and by James Agenbroad, Automated Systems Office, who presented a paper on "Personal Names and the Chinese Character Code for Information Interchange, Volume 1 (CCCII/1)—Adequacy and Implications." Each Library representative also served as cochair of one session of the workshop. *[James Agenbroad]*

*Group Formed on Latin American Publications*

The Department of Cultural Affairs of the Organization of American States last October sponsored the first meeting of editors of North American periodical publications devoted to Latin America and the Caribbean. The meeting emphasized collaboration among the various publications and the need to promote their valuable contributions to many fields of Latin American studies.

Agreement was reached on the creation of an entity whose provisional name is Association of North American Periodical Publications on Latin America and the Caribbean. A committee, selected at the meeting to draft the statutes for the association, is composed of the following members: president, Barry B. Levine, editor of *Caribbean Review;* vice presidents, Dolores Moyano Martin, editor of the *Handbook of Latin American Studies*, and Saúl Sosnowski, editor of *Hispamérica;* secretary-treasurer, Celso Rodríguez, assistant editor of the *Inter-American Review of Bibliography;* and advisor, Alfredo A. Roggiano, editor of *Revista Iberoamericana.*

*[Dolores M. Martin]*

April 3, 1981

# STAFF NEWS

## Eula Kenely Retires
### *Career Spans 35 Years*

On February 27, Eula C. Kenely, administrative coordinator in the Office of Senior Specialists, Congressional Research Service, retired after 35 years of service with the Federal Government, 21 of them at the Library of Congress.

*Eula Kenely*

Mrs. Kenely's colleagues and friends held a reception in her honor on March 13. Gilbert Gude, Director of the Congressional Research Service, presented Mrs. Kenely with a 35-year Federal Service Award pin. John Hardt, associate director for senior specialists, spoke briefly, and her colleagues gave her a gold charm set with an amethyst and a diamond. Others present to honor the retiree were Eilene Galloway, a former superviser of Mrs. Kenely and a former senior specialist in international relations and national security; her husband, Charles; her daughter, Elizabeth Bobo; her grandson, Daryl Bobo; her brother, William Cauley; and her sister, Mary McKinney.

A native Washingtonian, Mrs. Kenely was educated in the District of Columbia public schools. Later she took courses at Jennifer Business College and the U.S.D.A. Graduate School.

Mrs. Kenely started her career with the Federal Government in 1943 as a junior office machine operator in the Department of the Treasury. In 1945, she went to work for the War Production Board as a clerk typist. After World War II, she transferred to the U.S. Patent Office and remained there until 1958, leaving as assistant docket clerk.

She joined the staff of the Library in 1960 as a clerk-typist in the Personnel Office and, later, in the Special Projects Section of the Science and Technology Division.

She transferred to the former Senior Specialists Division in 1961 and was promoted to senior clerk in 1963. Assuming greater responsibility for the flow of work in the division, she was promoted to assistant coordinator in 1964, assistant administrative coordinator in 1967, and administrative coordinator in 1973.

Mrs. Kenely was granted an Incentive Award in 1971 and a cash award for the "industry and initiative used in performance of the duties of the administrative coordinator in addition to her own duties for a period of six weeks, enabling work of the Senior Specialists Division to continue without interruption."

Mrs. Kenely plans to pursue a number of interests, including travel, needlework, church activities, and volunteer work with the Campfire Girls.

## *Beatrice Jones Awarded 30-Year Pin*

Beatrice H. Jones, administrative officer in the Office of Management and Administrative Services, Congressional Research Service, received a 30-year Federal Service Award pin from CRS Director Gilbert Gude on February 23.

Mrs. Jones came to the Library in 1950 and served in a number of clerical positions before becoming secretary to the assistant general counsel in the Law Library in 1962. In 1963, she was promoted to filer for the Law Library Catalog and Shelflist Catalog. Later that year, she became secretary to the chief of the Serials Division.

In 1970, Mrs. Jones became administrative secretary in the former Government and General Research Division. She was reassigned as a research production assistant in the same division later in 1970 and received two more promotions before transferring to the Office of the Director of CRS in 1973 as an administrative assistant. In November 1975, she was promoted in that office to administrative officer.

Mrs. Jones graduated from high school in Washington, D.C., and attended Howard University. In her career in the Library, she has received an outstanding performance rating for her work in the Law

Library, a Meritorious Service Award for her contributions to the former Government and General Research Division, a Superior Service Award in 1976, and a Group Incentive Award in 1980. The latter award was for her part in moving the CRS supply operation to the new James Madison Memorial Building. She was appointed as a counselor for the Equal Opportunity Program of the Library in 1971 and reappointed to the position in 1973 and 1975. She was an equal opportunity officer in the Program from 1976 to 1979.

### *Robert Guttman Recipient of 25-Year Pin*

Robert M. Guttman, former specialist in social legislation in the Education and Public Welfare Division of the Congressional Research Service, was presented a 25-year Federal Service Award pin by Mr. Gude on January 29.

Mr. Guttman received a bachelor's degree in government *summa cum laude* in 1952 from Harvard University, where he was elected to Phi Beta Kappa. He was an administrative fellow at the Littauer School of Public Administration from 1952 to 1954, and, in 1961, he received a bachelor of laws degree from George Washington University Law School, where he was selected for the Order of the Coif.

Mr. Guttman began his Federal career in the Government Division of the former Legislative Reference Service as a social science analyst. He remained in this position from September 1955 to July 1956 before becoming a management intern with the U.S. Department of Labor. In March 1962, Mr. Guttman joined the Office of the Solicitor of the Labor Department. He subsequently became acting counsel for labor-management relations, counsel for legislation, special assistant to the solicitor, and associate solicitor for legislation.

Mr. Guttman returned to the Library in September 1970 as a specialist in social legislation in the Education and Public Welfare Division. In this position, he worked on employment, welfare, and workman's compensation legislation. Mr. Guttman served as assistant chief of the division from August 1971 to September 1972.

Mr. Guttman left the Library at the end of February to become counsel to the Subcommittee on Employment and Productivity, Senate Committee on Labor and Human Resources.

**Norway—Subject of April 22 Talk**

The WRA Travel Club will present a slide program on Wednesday, April 22, by John Charles Finzi on his visit to southern Norway and the fjords. Staff members may attend during their lunch period or request annual leave. In the Assembly Room from 11:45 a.m. to 12:15 p.m.

### *On-line Users Group Programs Set for April 21 and May 15*

The Library of Congress On-line Users Group will sponsor its next two programs on April 21 and May 15. On Tuesday, April 21, Pam Bacher, Automated Systems Office, and Jeff Griffith, CRS, will talk about Retrieval Advisory Group (RAG) activities. The talk will focus on the RAG subgroup on new and infrequent users. Active audience participation will be encouraged at this program, which will be an opportunity for staff members to find out and, perhaps, influence where the Library may be heading with regard to orienting new users to the Library's automated systems. The meeting will be held in the Madison Building Assembly Room (LM649) beginning at 1 p.m.

The May program will be given on Friday the 15th in the Assembly Room at noon. Joseph Howard, Assistant Librarian for Processing Services, will lead a discussion on the future of the *National Union Catalog*.

Staff members whose attendance at these programs may require time beyond the normal lunch periods should consult their supervisors.

### 14 Staffers Pinned For 10 Years of Service

During March, 14 staff members received Federal Service Award pins after completing 10 years of Government service:

| | |
|---|---|
| Bernadette Baptiste | Acquisitions and Processing Division |
| Sidney N. Blake | Photoduplication Service |
| Gary L. Capriotti | Library Environment Resources Office |
| Doris J. Craft | Subject Cataloging Division |
| Patricia Jean Greer | Buildings Management Division |
| Jeanne M. Jagelski | American Law Division |
| Isabelle E. Malloy | Congressional Reference Division |
| William R. Noud | Automated Systems Office |
| Joseph I. Richardson | Education and Public Welfare Division |

| | |
|---|---|
| Kent M. Ronhovde | American Law Division |
| Horace Kevin Smith | Automated Systems Office |
| Joann K. Stewart | Automated Systems Office |
| Lucia C. Tang | Preservation Office |
| Patricia Wertman | Economics Divison |

### *Birth Announcement*

**Charles and Sandra Neel** are the parents of a daughter, Jennifer Kaye, born January 29 at Loudoun Memorial Hospital in Virginia. Mr. Neel is a power collator operator in the Printing and Processing Section of the Central Services Division. Mrs. Neel teaches at Loudoun Valley High School.

### *Staff Activities*

**Karen F. Beall,** curator of fine prints, Prints and Photographs Division, served on the jury recently to select works of art on paper for the Montgomery County Contemporary Art Collection. The collection contains prints, drawings, watercolors, and pastels which are shown in the state of Maryland in the Art in Public Places Program.

*Art News* magazine has published an article by Mrs. Beall entitled "The *Un*controlled Press: Eastern European Prints." The paper describes a selection of works by exceptional artists who live in difficult political climates yet produce eloquent and provocative prints.

**John P. Comaromi,** editor, *Dewey Decimal Classification,* addressed British librarians in Leeds, London, Preston, and Birmingham, England, and in Glasgow, Scotland, during the period from March 2 to 6, on matters pertaining to the *Dewey Decimal Classification.* He also answered questions regarding the DDC from the audiences. Also addressing the same audiences were Joel Downing of the Bibliographic Services Division of the British Library and John Humphry of Forest Press, publisher of the DDC.

**Jan Herd,** senior assistant to the editor of the *Handbook of Latin American Studies,* Hispanic Division, is the editor of a compilation of papers on the *Automotive Industry in Latin America.* Copies of the 180-page publication may be ordered from the Northwestern Pennsylvania Institute for Latin American Studies, c/o Dr. Miguel Saque, Spanish Department, Gannon College, 109 W. Sixth St., Erie, Pa. 16501.

**Jean E. Tucker,** acting information officer, organized and participated in a panel discussion on "Women in China" at a meeting of the U.S.-China Peoples Friendship Association on February 26. Other panel members were Mildred Ahlgren, public relations director for the General Federation of Women's Clubs; Julie Moon, White House correspondent for the U.S.-Asian News Service; and Mary Chalupsky, free-lance writer.

On March 17, Ms. Tucker and Ruth Blanchard of the General Federation of Women's Clubs, narrated a slide presentation at the Washington Club on their trip to China last spring as members of the American News Women's Club.

### *Scholars Committee Colloquium Set for April 22*

The next Scholars Committee Colloquium will be held on Wednesday, April 22, at 2:30 p.m. in the Woodrow Wilson Room. Art historian Claire Richter Sherman will speak on "Women as Interpreters of the Visual Arts: Patterns of Professional Develpment." The discussion will focus on the educational and professional opportunities for women born before 1914 who contributed to the public and scholarly understanding of the visual arts in three historical periods, 1820-1890, 1890-1930, and 1930-1979.

All interested persons are invited to attend the session, which usually lasts about an hour including both presentation and discussion.

### Personnel Changes

**Appointments:** Veronica Marshall, clerk-typist, GS-4, Mss, 00868; Nancy Miller, analyst in social legislation, GS-12, CRS EPW, 00971; Ernest Nance, special police officer-private, SP-7, Bldgs, 00876; James Rivers, special police officer-private, SP-7, Bldgs, 00876; Perrin Shaffer, senior programmer, GS-12, ASO, 00856.

**Temporary Appointment:** Jeanette Lyles, worker-trainee, GS-1, GRR, NP.

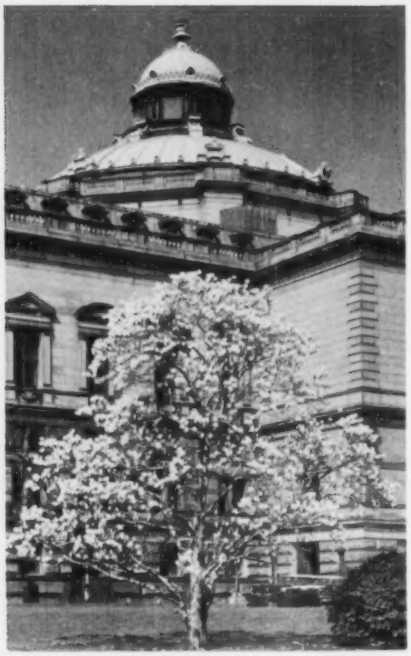
**Temporary Reappointment:** Scott Jamison, library technician, GS-4, CRS C, NP.

**Promotions:** Shirlena Butler, CS, to secretary to the assistant chief, GS-6, Ser Rec, 00812; Daphine Lee, CRS A, to assistant division secretary, GS-6, CRS G, 00939; Deborah Moore, to assistant division secretary (typing), GS-5, FRD, 10063; Joyce Owens, to library information systems specialist, GS-13, CDS, 00870; Bernard Segel, to library information systems specialist, GS-13, CDS, 00870.

**Transfers:** Melinda Henderson, MARC Ed, to bill digest clerk, GS-4, CRS A, 00951, Stephen Soder-

## It's Official! Spring Is Here!

Although the delicate white flowers of the Chinese saucer magnolia, on the southwest grounds of the Jefferson Building, were not in full bloom on March 20, the first day of spring, we will soon see the montage of colors which grace the Library grounds every year beginning in April. In addition to a variety of magnolia trees, there is a bevy of other blossoming plants and trees including anemones, azaleas, camellias, crocuses, cornelian cherries, crab apples, daffodils, dogwoods, hyacinth, spirea, and viburnum.



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berg, Cop Cat, to supervisory copyright bibliographer, GS-11, Cop Inf & Ref, 00932.

**Resignations:** Janet Meserve, Subj Cat; Delores Stachura, ASO.

# APPENDIX

## Women's Program Statistical Update: 1980

*Prepared by the Women's Program Advisory Committee*
*Under the Direction of Morrigene Holcomb, Women's Program Officer*

It is the responsibility of the Women's Program Office to work toward improving opportunities for the employment and advancement of women at the Library of Congress. Statistics on the relative numbers, distribution, and average grade of women in the Library as a whole and in its departments serve as some of the most useful tools in the work of the program. The status of women at the Library as reflected in such statistics provides a basis for identifying specific areas in which the numbers or average grade levels of women are disproportionate to those of men. Identifying these areas greatly facilitates efforts to define the nature of obstacles to optimal employment of women and to develop programs to reduce or eliminate these obstacles. Periodic statistical studies also can be a useful means of monitoring changes in the status of women.

In late 1977, the Women's Program Office completed a lengthy statistical report on the status of women at the Library, and in each year since the LC *Information Bulletin* has published an update of that report. This update contains several charts that present the comparable figures in each of the years since 1977. Such statistics are often informative and useful, but some of the changes may be too slight to be significant statistically and a consistent change in a certain direction over a period of only four years may not be real evidence of an trend that will be maintained.

Other qualifications should be mentioned. The statistics presented in this update cover only full-time GS and GT employees in the Library's work force on the day of July 2, 1980. The figures do not include statutory positions, special police officers, or wage board employees. Almost all of the figures presented are percentages or averages, for the Library as a whole or for a particular department. While percentages or averages are meaningful, they provide only a general picture that obscures the many variations one may find in certain units, sections, divisions, or job series. The charts generally do not indicate the numbers of persons in the group to which the average or percentage applies. It must also be kept in mind that when a small group is involved, a large change in an average or percentage will be brought about by the addition or loss of only a few people. Possible effects of reorganization must also be taken into account.

The information in this update summarizes more detailed data available in the Women's Program Office. Arrangements to examine the detailed data may be made by calling the Women's Program Office, on ext. 76598.

*Overview*

Of the 4,602 full-time, GS and GT employees on the Library staff on July 2, 1980, 53 percent were women, a figure that has been relatively constant since 1977. The percentage of women employees at the Library approximates that in the U.S. population as a whole and is higher than the percentage of women in other Federal agencies.

**Chart I**

*Percentage of Women in Each Grade Category*

| *GS/GT Grade Group* | *Percentage of Women* | | | |
|---|---|---|---|---|
| | *1977* | *1978* | *1979* | *1980* |
| 1-4 | 60 | 60 | 56 | 61 |
| 5-8 | 64 | 64 | 65 | 65 |
| 9-12 | 50 | 51 | 51 | 52 |
| 13-15 | 27 | 29 | 31 | 31 |
| 16-18 | 13 | 14 | 15 | 14 |

As shown in Chart I, since 1977 there have been only slight changes in the distribution of women among the five grade groups. In only two instances have changes been greater than two percent: There has been a small but steady annual increase in the percentage of women in grades 13-15. Twenty-seven percent of the employees in these grades were women in 1977; by 1980, their proportion had reached 31 percent. The 1980 figures for grades 1-4 showed a four-percentage point drop between 1978 and 1979, but a five-point increase the next year. It should be noted that the number of staff at grades GS/GT 1-4 is small. Between 1978 and 1979, there was a net decrease of 45 women and increase of five men in the grade group, which accounted for the four percent drop for women. The five percent increase in women's representation is the result of a net decrease of 20 men and increase of 27 women in grades 1-4 the next year.

The import of the changes in the 1-4 and 13-15 grade groups is not clear at this time. Women appear to have gained somewhat increased representation in the 13-15 grade group since 1977; however, these

changes may not be statistically meaningful.

One area of particular interest to the Women's Program Office is the increase or decrease in the average grade of women, both in an absolute sense and relative to the average grade of men. While there was both absolute and relative improvement in the average grade of women between 1977 and 1980, previous annual movement toward reduction of the grade difference between men and women was reversed in 1980. This reversal may or may not also be reflected in the figures for 1981. It is noted that the grade difference has been 1.5 grades or higher in each year since 1977.

**Chart II**

*Average Grade, by Sex*
*GS and GT Staff*

| *Year* | *Men* | *Women* | *Grade Difference* | *Decrease/Increase Grade Difference* |
|---|---|---|---|---|
| 1977 | 9.74 | 7.94 | 1.80 | |
| 1978 | 9.79 | 8.13 | 1.66 | −.14 |
| 1979 | 9.83 | 8.29 | 1.54 | −.12 |
| 1980 | 9.97 | 8.32 | 1.65 | +.09 |

As shown in Chart II, the annual increases between 1977 and 1980 in the average grade of women employed in full-time GS and GT positions have resulted in overall rise of .38 of a grade. During this same period, the average grade of men also increased, but not as much. Between 1977 and 1980, the grade difference between men and women decreased .15 of a grade.

Despite both the absolute and relative improvement in the average grade of women since 1977, there is insufficient data to determine whether the narrowing of the grade difference constitutes a trend. While the figures for 1977 through 1979 were suggestive of such a trend, in 1980 there was an increase in the grade difference rather than the continued decrease that might have been expected.

Chart III shows the average grades of men and women in each department and the difference between these average grades. In examining this chart, it is important to keep in mind that the numbers of staff members in each department vary widely, as does the range of grades within the department. For example, the number of GS-13 to GS-15 positions may constitute a much higher percentage of the total population of one department than it does in another. Similarly, one department may have a higher percentage of employees in GS-1 to GS-8 positions than does another. These different distributions will have an effect on the average grade levels in the different departments, and they also are a factor in the difference between the averages grades of men and women in each department. This update, however, focuses on the **grade difference** men and women in the various departments.

**Chart III**

*Average Grade and Grade Difference*
*By Sex and Department, 1980*

| *Department* * | *Average Grade (1980)* | | |
|---|---|---|---|
| | *Men* | *Women* | *Grade Difference* |
| Librarian | 13.44 | 9.51 | 3.93 |
| ALM | 10.11 | 7.15 | 2.96 |
| AL/NP | 10.56 | 8.24 | 2.32 |
| CRS | 11.22 | 9.06 | 2.16 |
| Research Services | 10.03 | 8.11 | 1.92 |
| Law Library | 10.74 | 9.21 | 1.53 |
| Copyright Office | 8.70 | 7.81 | .89 |
| Processing Services | 9.05 | 8.55 | .50 |

*Departments are listed in order of decreasing size of disparity.

Among the eight departments, the smallest grade difference was in Processing Services, where the .50 grade difference was dramatically lower than the average Library of Congress grade difference of 1.65. The Copyright Office also had a grade difference (.89 grades) considerably lower than the Library average. At the other end of the scale, the grade difference in the Office of The Librarian, at 3.93 grades, was well above the Library average, as were the grade differences in the divisions under the Associate Librarian for Management, the Associate Librarian for National Programs, and the Congressional Research Service (CRS).

Chart III shows that the average grade level of women was lower than that of men in **all** departments, and the grade difference between men and women was less than one grade in only two of the eight departments.

Chart III is best read together with Chart IV, which shows the average grade differences in the various departments in each of the years since 1977, and also the net change in each department's average grade difference in this period. The grade difference was reduced in five departments, while it increased in three. The greatest reduction was in CRS, where the grade difference fell from 2.80 grades in 1977, to 2.16 grades in 1980. The greatest increase was in units under the Associate Librarian for National Programs, where the average grade difference increased by .25 grade. There was a similar increase of .22

**Chart IV**

*Grade Difference Between Men and Women By Department, 1977-1980*

| *Department* * | *1977* | *1978* | *1979* | *1980* | *Net Change 1977-1980* |
|---|---|---|---|---|---|
| CRS | 2.80 | 2.38 | 1.96 | 2.16 | −.64 |
| Processing Services | 0.80 | 0.51 | 0.55 | 0.50 | −.30 |
| Law Library | 1.70 | 1.68 | 2.00 | 1.53 | −.17 |
| Copyright Office | 1.00 | 1.29 | 1.38 | 0.89 | −.11 |
| ALM | 3.00 | 2.92 | 2.93 | 2.96 | −.04 |
| Librarian | 3.90 | 3.53 | 2.87 | 3.93 | +.03 |
| Research Services | 1.70 | 1.53 | 1.63 | 1.92 | +.22 |
| AL/NP | — | 2.07 | 1.84 | 2.32 | +.25 |

*Departments are listed in the order of improvement over the four-year period.

grade in Research Services.

Chart IV shows that grade differences in various departments fluctuated over the four years shown. The period covered is too short to permit projections based upon this fluctuating data. The variations from year to year in a single department in the grade difference between men and women militate against assigning too much weight to the grade difference shown for any particular year.

Chart IV indicates only five instances in which the average grade of men was less than one grade higher than the average grade of women. Four of these were in Processing Services, where the grade difference has been less than one grade in each of the years since 1977, and the other case is the .89 grade difference in the Copyright Office in 1980.

*Women in Selected Management Categories*

Chart V identifies the number and percentage of women in certain Library management categories. Between 1977 and 1980, there have been increases in virtually every category. The greatest increase was among women serving as division chiefs. In 1977, 16 percent of the Library's 73 division chiefs were women. In 1978, the number of division chiefs rose to 97 (an increase largely attributable to reorganization), and simultaneously the proportion of women among the division chiefs rose to 29 percent. In the two subsequent years, there were slight increases in the percentage of women division chiefs. Four of the six division chiefs in the Copyright Office were women as of June 1980. All 11 division chiefs in Research Services, however, were men. The overall pattern in the number of assistant division chiefs and the percentage of women has been similar to the pattern for chiefs. Women have constituted a significant proportion of the section heads in the Library since 1978. Women were well represented in 1980 in section head positions in all departments except ALM, in which only 2 of 22 section heads were women. In the first half of 1980, a woman was appointed executive officer in CRS, and thus became the Library's first woman executive officer in a long time.

*Minority Women*

As shown in Chart VI, the most notable change in the status of minority women employed in GS and GT positions at the Library was the .39 of a grade increase in their average grade between 1977 and 1980 (the average grade for all women increased .38 of one grade). While there was an increase in the number of minority women at the Library during this period, they constituted throughout a relatively constant percentage of the total GS and GT workforce. In each of the four years since 1977, about 90 percent of the minority women have been black

**Chart V**

*Women in Management*

| | *1977* | | | *1978* | | | *1979* | | | *1980* | | | *Four-year* |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | *M* | *F* | *%F* | *M* | *F* | *%F* | *M* | *F* | *%F* | *M* | *F* | *%F* | *Change* |
| Department Head | 6 | 1 | 14 | 5 | 2 | 29 | 6 | 2 | 25 | 7 | 1 | 13 | −1% |
| Director of Departmental Functions/Assistant or Associate Department Head | 10 | 3 | 23 | 18 | 3 | 14 | 22 | 7 | 24 | 15 | 5 | 25 | +2% |
| Division Chief | 61 | 12 | 16 | 69 | 28 | 29 | 66 | 29 | 31 | 63 | 29 | 32 | +16% |
| Assistant Division Chief | 45 | 11 | 20 | 46 | 16 | 26 | 45 | 17 | 27 | 38 | 15 | 28 | +8% |
| Section Head | — | — | — | 132 | 84 | 39 | 134 | 126 | 48 | 150 | 120 | 44 | +5% |

**Chart VI**

*Average Grade of Minority Women*
*1977-1980*

| | Number | Percentage of Work Force | Average Grade (All Minority Women) | Average Grade (Black Women) |
|---|---|---|---|---|
| 1977 | 1047 | 23.57 | 6.72 | 6.41 |
| 1978 | 1064 | 23.34 | 6.97 | 6.66 |
| 1979 | 1078 | 23.58 | 7.07 | 6.75 |
| 1980 | 1110 | 24.12 | 7.11 | 6.77 |

women. The average grade of black women has increased .36 of a grade during the four-year period, but is .34 of a grade lower than that of all minority women and 1.55 grades lower than all women.

Chart VII shows the distribution of minority women among the various grade groups both in terms of their numbers and the percentage they constituted of all employees in that grade group. The changes in the distribution over these years were slight.

The Women's Program Office is currently working with the Automated Systems Office, Personnel and Labor Relations Office, and Affirmative Action Office to design a work-force analysis based on guidelines of the Equal Employment Opportunity Commission and Office of Personnel Management to present specific measures of underrepresentation by series and occupation level, sex, race, and national origin.

**Chart VII**

*Minority Women*
*Numbers and Percentages by Grade Group*
*1977-1980*

| | GS and GT Grade Group | 1977 | | 1978 | | 1979 | | 1980 | |
|---|---|---|---|---|---|---|---|---|---|
| | | Number | Percent | Number | Percent | Number | Percent | Number | Percent |
| | 1-4 | 207 | 40.19 | 170 | 34.89 | 167 | 37.28 | 183 | 40.22 |
| | 5-8 | 569 | 36.20 | 596 | 37.41 | 593 | 36.95 | 594 | 37.45 |
| | 9-12 | 249 | 14.89 | 271 | 15.52 | 287 | 16.39 | 299 | 16.89 |
| | 13-15 | 21 | 3.56 | 26 | 4.06 | 30 | 4.46 | 33 | 4.73 |
| | 16-18 | 1 | 1.06 | 1 | 1.04 | 1 | 1.05 | 1 | 1.06 |
| Total | 1-18 | 1047 | 23.57 | 1064 | 23.34 | 1078 | 23.58 | 1110 | 24.12 |

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